Christchurch Clevedon

Profile for the appointment of the next Vicar

Interview Date April 1st, 2025

https://www.christchurch-clevedon.org.uk



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Diocesan statement – our vision for growth and transformation





Introduction

We are delighted that you are considering whether this post of Vicar of the Parish of Christchurch Clevedon in the Diocese of Bath and Wells might be right for you. In order to help your prayerful discernment, we want to share a bit about our diocesan vision, within which we hope your own ministry might flourish.

Appointing a priest incumbent is amongst the most significant decisions that any benefice makes. When appointments work out well, they contribute significantly to parishes flourishing and growing in a host of different ways – in spiritual depth, in impact within local communities and in the numbers of people becoming part of the local church. Such flourishing is not, of course, all down to the person appointed as priest. It depends first and foremost upon God. It also depends upon everyone in a benefice being willing and able to contribute their unique gifts, skills, resources and abilities: working alongside their priest and sharing in the ministry of the benefice.

The flourishing and growth of churches always needs attention. It is especially important for us today, as we seek to recover from the effects of the Covid pandemic which accelerated the pattern of decline in church attendance that we have seen across our diocese. Thankfully there are signs that we are recovering from the impact of the pandemic. Not only does national church data showed that our average adult weekly church attendance rose between 2021 and 2022 but, even more encouragingly, we have seen many churches around our diocese develop approaches that respond to the opportunities and challenges in their local context and enable growth to happen.

A vision for growth and transformation

In light of the challenges and opportunities we face, we feel our aim across all our parishes needs to be growing our churches, within and beyond our church buildings, in both numbers and depth of faith, so that we can better work for the transforming of our communities and the life of God's Kingdom amongst us.



Our shared priorities 1/2

To help us pursue this aim, and following consultation across the diocese in 2023, we are inviting all parishes to focus on four particular areas of our ministry together. It is important for clergy considering working in our diocese to know what these priorities are, even though what they look like in practice will vary in each place.

To value and cherish the people and resources we already have

We aim to ensure each person is well supported and equipped as a follower of Jesus Christ and for any ministries they may feel called to undertake, within the local church and wider community. We are committed to supporting the well-being of all our leaders and church officers, both lay and ordained. We have a fully funded clergy well-being service, the offer of peer support groups, and an excellent team of diocesan support staff fully focused on supporting our parishes, chaplaincies and schools.

To develop new Christian worshipping communities

Whether it be new forms of worship in a wide variety of settings and times, church revitalisations or church plants, we long to see the good news of Jesus connect with the people in our communities that our traditional offerings struggle to reach.

To share in ministry and leadership

We are committed to the New Testament vision of the church as a vibrant body of people all using their God-given gifts. We are committed to a model of shared local ministry: raising up and equipping lay and ordained leaders able to share together in leading the church and serving God's world.

To deepen and grow faith

This is foundational to all we do. We long to see people of all ages and backgrounds, but perhaps especially children, young people and young adults, having more opportunities to discover, explore and grow in faith.



Our shared priorities 2/2

The outcome we are looking for

When he talks about his own ministry in 1 Corinthians, Paul captures the dynamic we are seeking to achieve. "I planted," he says, "Apollos watered, but God gave the growth" (1 Cor 3: 6). We know that our churches will only flourish and grow as a result of God's action among us – it is God who gives the growth.

But Paul is also clear that we have a part to play too – in watering and planting, in doing the things that enable the conditions for God's growth to be supported. So, covered by prayer, our confident hope is that if we are intentional in seeking God's guidance in planning and supporting growth, then God will honour that to see his people flourish and thrive - in spiritual depth, in impact within local communities, in the numbers of people becoming part of the local church and in transforming communities locally and beyond.

Local shaping and diocesan support

There can't be any 'one size fits' all approach to turning the priorities outlined above into action. They always need to be adapted to local circumstances, opportunities and needs. The task of our diocesan support services is to get behind all that local benefices are doing and apart from their general support, there is specific support for exploring how to grow new Christian communities, how to discern and equip a growing range of ministries in your context and how to work well with children and young people. All these areas of support are grounded in exploring what it means to live out our faith.

What implications does this have for the appointment of clergy?



It is important for us all to appoint clergy to benefices who are ready, willing and able to pray for and share in the vision we have for the flourishing and growth of churches and Christian life in our diocese. We want to create an environment that could be described as high challenge, high support. This means appointing clergy who will not only value all that already exists but will be eager to work with others to build on and develop it. It means appointing clergy who are committed to learning, being creative, and to starting with the gifts God has given to them, their benefice and the wider community. We are therefore looking to appoint candidates who will

- -be committed to praying and intentionally seeking the growth and flourishing of the benefices in their care
- -relish and expect to work in an environment that is high challenge, high support
- -work joyfully and collaboratively with those who share with them locally in ministry and leadership, with their congregations and with others in their locality, to identify ways to grow and develop their churches with the grain of local priorities, resources, skills and passions
- -enjoy working in partnership with deanery and diocesan colleagues.

We hope this might be you! We hope that you'd like to join us on the adventure and course we've set for our next ten years. We're praying that God will send us the right labourers for the harvest that God has set before us. Could this be you?

Bishop Michael

+ Michael.

Archdeacon of Bath

Portishead Deanery

The Benefice of Christchurch, Clevedon is in the Deanery of Portishead. We are a friendly deanery. People get on well together and the clergy chapter is a place of mutual support and encouragement which is good at working out ways to help one another.

We are committed to working together and ask all new clergy in the deanery to consider themselves a resource to the wider deanery. Most parish clergy have particular interests and specialisms. We encourage co-operation and working across parish boundaries.

We have an energetic Deanery Mission and Pastoral Group and an experienced Deanery Leadership Team which is engaged in moving forward across the whole deanery.

The 23 parishes (plus a conventional district) of the Deanery of Portishead have set ourselves a challenging deanery plan to:

- -inspire us to respond to God's call where we are
- -equip people to share in ministry and leadership
- **-communicate** to better share and publicise events or initiatives that are taking place in our own local context

We are praying that these next few years will be a fruitful and rewarding time to be in the Portishead Deanery and we look forward to meeting and working with the newly appointed Incumbent of Christchurch. If you would like to find out more, or would value an informal chat about applying, please do call any of us on the numbers below.

Rob Eastwood Dewing Co Area Dean - 07518 606708 Astrid Tiesema-Samsom Co-Area Dean - 07791 028060 Rob Norman Lay Dean - 07973 753837







Who are we?



We are a c200 all-age congregation of followers of Jesus from both the Anglican and Methodist traditions. Linden Road Methodist Church and Christ Church joined together in 2005 to form Christchurch Clevedon.

You can't tell who is from which tradition as we have one vision as our ecumenical partnership works incredibly well. We have a shared evangelical and missional focus, with a genuine sense of the presence of the Holy Spirit in all services and ministries. We share a strong outward focus with good engagement in the local community. We have a team model of leadership with both an Anglican vicar and a Methodist minister sharing leadership of the staff team and the church.

We are seeking a new Vicar who will have a passionate love and deep relationship with the Lord, be filled with the Spirit and have a heart to see lives changed by the Lord. We pray for a leader who will inspire us to follow the Lord as we serve together in Clevedon in this new season. We have intentionally not specified the priorities we think the new Vicar would need to focus on, because we believe these will be shaped by their own gifting and calling and discerned with the team in the context of this community.

What is our story?

In 2005 Christ Church and Linden Road Methodist Church merged to form a single congregation Ecumenical Partnership. The Methodist building was sold and the proceeds, along with a large legacy from the Methodist church was invested in completely reordering the Anglican building to make it fit for purpose as a centre for mission in the local community.

The story ever since has been one of continual growth and renewal, with people joining the church from just about every denominational background, as well as those with little or no previous experience of church. Reaching the 'unchurched' has been a key priority, and our outward-facing activity reflects this.

We seek to engage all ages and stages of life, but have a particular heart for reaching children, young people and their families. To this end, our staff team includes a full-time youth ministries lead and a children's and families coordinator. We are active members of Churches Together in Clevedon.



What is distinctive about us?



We asked our congregation to reflect, discuss and share their thoughts on this question:

"We are trying to pursue God and His kingdom, rather than to stick with traditions and prior expectations" "We are genuinely welcoming"

"We are informal and relational." "We are encouraged to have and to nurture a living relationship with God."

"We have an outward focus including engagement with schools and serving other community groups." "We are Gospel focused."

"We have some high-quality programmes running such as Living Life To The Full and The Bereavement Course that are deeply valued and impactful."

"We run Alpha twice a year and we are excited about how this could develop" "Our culture is increasingly inclusive but work to do still."

"We are a good mix of ages; more are in later in life and our 20s age group is missing." "Jesus' life, death and resurrection is front and centre."

"Our youth are visible, and we are drawing in young people from the local secondary school and saw lots of them giving their life to God this year."

"Our early years work is important to us, with our partnership with TLG, our Toddlers work and our 'Families At Church Together' Sunday service."

"The teaching is high quality, bible based, and we value the difference the different people speaking bring."

"We don't pretend that life isn't messy, we get this and pray for the best possible outcomes." "Our homegroups are important and we need more."

"Leadership of the church is approachable, strong but facilitative with humility." "We are beginning to attract adults in recovery."

How does our ecumenical partnership work?

Christchurch is a single congregation ecumenical partnership, which means everything is joint and shared. This is overseen by an Ecumenical Church Council (as opposed to a PCC) which meets 7 times a year. Everyone on the church roll has joint denominational membership, and the Methodist and Anglican ministers completely share the oversight and leadership of the church. Worship services, weddings, baptisms, confirmations and funerals are not labelled 'Anglican' or 'Methodist' but take place in the life of a church that seeks to place Kingdom over and above denomination. Today Christchurch is made up of people who come from a wide range of denominational backgrounds, as well as no church background at all.

The current Methodist minister at Christchurch, Revd Dr Russell Herbert, writes:

'We get to draw on the best of the traditions and resources from each denomination, driven by a commitment to be, above all, an evangelical, bible-based and Holy Spirit-filled church which strives to reach those with no Christian background. Sharing oversight with an ecumenical colleague is of course a distinctive type of leadership and is not without its challenges. It requires a very high level of trust and confidence in one another, along with continual honest and open communications. But my experience of working in this partnership has taught me that the blessings and rewards always outweigh the demands. Ministering together as a team, pooling our strengths, gifts and experiences (as well as recognising our weaknesses!) is such a joy and a privilege. It means you're not on your own in those situations when pastoral leadership can otherwise be potentially lonely and provides a working friendship in which to grow and flourish in your own discipleship. It's also a lot of fun!'



What are the finances like?

Christchurch is in reasonable financial health. In 2023 (last audited accounts) our total income was £237k of which £195k was from giving, and £35k from hall letting. We decided to run a deficit (£20k in 2023) to employ a full-time youth worker. This is possible because the deficit is covered by drawing down on reserves which were boosted by a legacy, specifically given for outreach.

The church operation is currently two ministers (one Methodist, one Anglican) and three paid staff. We have a Church Administrator and Hall Booking Manager (part-time); Children and Families Coordinator (part-time); Youth Worker (full-time); and a host of volunteers.

The finances are managed by a volunteer team and overseen by the Finance Committee (reporting to the Ecumenical Church Council). Specific responsibilities cover payroll, supplier payments, Church of England and Methodist Church payments, external funding etc. The finance team work with the leadership to develop a culture of generosity as a distinctive of our church life.





What goes on during a typical week?

Here is a high-level view of what ministries and church meetings there are across the week.

	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday	Sunday
Morning		Staff and congregation prayer meeting	 Mid-week communion and lunch Grieve well café 	Toddlers outreach group			 Main Service Communion F@CT: Families at Christchurch together: monthly service Youth and children's groups
Afternoon			 Youth Engage Christian Union in Secondary School 		Women's home group run in a local micro pub		
Evening	 Youth – Impact The Fridge – Years 3-6 Monthly prayer meeting Alpha course run twice a year 	 Bereavement Course run twice a year Home groups 	 Ecumenical Church Council meeting six times a year Youth – Bible Study Home groups 	 Youth Home groups Living Life To The Full course three times a year 			 Youth Service once per month Early youth night once per month

c18 groups rent the church facilities most weeks such as a local choir, Pilates, art training and a dementia group.

What does Sunday Worship typically look like?

Our Sunday services are lively and contemporary, with a music group and input from teams of prayer leaders and readers. We have groups for toddlers, children and teenagers, and we try to go out of our way to welcome newcomers with a relaxed and friendly approach. A host team meets and greets and serves coffee before and after each service.

Both Bible-based preaching and the ministry of the Spirit are very important to us. In Sunday worship, we always have a response time after the talk, which includes an invitation to receive prayer ministry after the service.

We seek to connect everything that happens in our Sunday services with our ongoing life and discipleship through the week and follow a programme throughout the year to resource home groups.

The first Sunday of each month takes a slightly different format, with two congregations meeting at 10am and 11.15am instead of the usual 10.30am gathering. On these Sundays, the 10am F@CT ('Families @ Christchurch Together') provides forty five minutes of fun-packed worship with discipleship activities for families with preschool and primary age children, followed by a worship service at 11.15am.









What is our vision?

Our current vision and mission are quite simple, but we look forward to discerning all that the Lord might be calling us into, lead by the Spirit under a newly formed leadership team:

OUR VISION

To be one in Christ
 To grow more disciples
 To serve the community

OUR MISSION

BUILD GROW REACH OUT

Historically our churchmanship has been evangelical, with a heart for worship, prayer, biblical teaching, discipleship and evangelism. At this point we are expectant and open to all the Holy Spirit has for us, to take us deeper, draw us closer and use us more as we continue to respond to His call.

Our identity is essentially evangelical, with a heart for worship, prayer, biblical teaching, discipleship and evangelism. We have organisational membership of the Evangelical Alliance and longstanding connections with New Wine. We are committed to biblical values and uphold a traditional understanding of marriage and relationships.

What values and attributes do we hope for in the new Vicar?

Although we value who we are and what is already distinctive about our church community, we are excited about new leadership building on our existing strengths and leading us in new ways. Most importantly, we seek a new Vicar who will have a passionate love and deep relationship with the Lord, be filled with the Spirit and have a heart to see lives changed by the Lord. We pray for a leader who will inspire us to follow the Lord as we serve together in Clevedon in this new season.

It is crucial for our new Vicar to be committed to team leadership alongside our existing Methodist minister. As a church family, we value our leadership team and are confident we can grow and develop much more in our faith and mission in the future.

Our church community prayed, reflected, discussed and shared their thoughts about what is important regarding the values and attributes of a new vicar. The risk is of course that this list is unrealistic, but we think this will give a sense of what's important.

- Spiritual depth prioritises own walk with the Lord, in the power of the Spirit, as the foundation for everything they do.
- Evangelical & Spirit Filled accepts the authority of scripture and seeks to be led by the Spirit in the whole of life.
- **Ecumenical** bringing a Kingdom focus rather than denominational.
- **Team leader** with our Methodist minister and with the staff and volunteer team.
- **Empowering** a mindset of 'power together' with others rather than 'power over' others.
- Vision led ability to build on the good, to bring healthy challenge and change.
- **Personable** this is a highly relational context and so being authentic and skilled interpersonally is crucial.
- Sense of humour we don't take ourselves too seriously, so good humour is helpful in our informal culture.
- Inclusive deeply committed to leading inclusively.
- Great communicator this is the number one skill that enables the above traits to be deployed effectively.



Christingles 2024

The church fills twice over every Christmas Eve which is indicative of our strong community links.







Our Ministries and Groups

These pages outline what is currently in place for the difference groups within our church context and with the wider community. It is intended to give a good sense of what live and effective, however we don't believe in standing still. We are always keen to innovate, and we are therefore looking for a Vicar who refresh vision and mission, leading the church to deliver this.







Youth

Our strategy is to create safe spaces and environments where young people can "demystify" church, connect with others and discover Jesus. We are seeking to achieve this by running a range of groups, some in the local secondary school, most in a church context, with the right content and approach to help young people access and engage with them.

We work collaboratively with the Baptist church and YWAM, taking a team approach to safeguarding.

We create bridges from social groups to discipleship groups and other church and faith experiences. Our groups are listed below (with typical numbers):

IMPACT is a drop in evening for young people, it includes social time with a 'God slot' (35)

ENGAGE is our lunchtime Christian Union at Clevedon School (25-30)

FOCUS is a midweek Bible Study for year 9+ (12)

DROP IN is an after school hot chocolate and cake in the town square run with other local churches (250-300)

YOUTH CHURCH is our monthly youth service for youth in the Clevedon area co run with the Baptist church (20)

SUNDAY MORNINGS we break out of the main meeting to chat, bible study and pray (~15)

SATELLITES FESTIVAL is a big goal each year where we take our young people for 5 days of worship and fellowship (25)

YOUTH WEEKEND AWAY is a crucial time for deepening relationships and helping our youth encounter Jesus (30)

What is our engagement with local schools?



For many years now, the Ministers, Youth Ministries Lead, and Children and Families Coordinator have all maintained a strong presence in local primary and secondary schools, through assemblies and RS lessons. Christchurch is formally linked with St Nicholas Chantry CE Primary school, with which it is engaged through governors, regular assemblies' and various services held at the church through the year. This school actively invites our engagement with the school which includes support with new parent evenings, SIAMS inspections, families in need and working with their Pupil Chaplain initiative.

Local nurseries join us at Christmas and Easter for celebration services, which provides another connection with our families from our Little Fish toddler group and the wider community.

For the past 7 years Christchurch has partnered with TLG (Transforming Lives for Good - a national children's Christian charity <u>TLG - Transforming lives for good</u>) to enable us to run the Early Intervention coaching programme in our local schools. This work is deeply rooted in our vision to serve the local community and our mission to demonstrate God's love and care.

The impact of the TLG coaching is significant and we have seen first-hand how this simple act of giving time and showing curiosity and care makes a difference not only to the coached child but to their family too, as each coach builds relationship with the child's parents or carers. We also see many families connecting with the wider support of the church.

What is our children and families work?



We offer two regular Sunday morning groups (16)

- -Bubbles is for 0–4-year-olds and is a fun play space providing a connection on Sunday mornings for our young families from F@CT and Little Fish toddlers.
- -Christchurch Kids is for 4-11s. We explore Bible stories together with games, crafts and activities.

The Fridge (20) is our weekly place to 'chill out' for 7–11-year-olds – every Monday in term time. Our motto is "Have fun, be kind and learn about God". This space is a great church connection point for children who have or have had TLG coaching with our volunteer coaches.

Little Fish (25-30 families) is our weekly toddler group where 0-4s and their families or carers join us for play, snacks, crafts and songs. This space is a fantastic connection with our local community and a route into Christchurch as we see families then join us at our Sunday F@CT service that we've already described.

Accessibility We try to ensure that our children's spaces are accessible to all. We work closely with parents to accommodate individual needs.

Other ministries – Living Life To The Full

Living Life To The Full is a course of eight sessions in mental wellbeing (see: www.christchurch-clevedon.org.uk/llttf). Combining cognitive behavioural therapy with Christian spirituality and discipleship themes, it explores things like anxiety and depression, building inner confidence and handling anger. Over the five years that Christchurch has been running this course, over 200 people have attended, from both the church and the wider community. Alongside our Bereavement Journey Course, the Alpha and Beta cources, it has enabled Christchurch to have a significant impact on those who would otherwise have little or no engagement with church.

In recent years the British Medical Journal identified Living Life to the Full as the most widely used CBT resource among NHS trusts across England, and in 2021 Christchurch received national recognition from the writers of the course – see:

https://llttf.com/christchurch-clevedon-and-living-life-to-the-full-for-adults/



Other ministries – Bereavement Course

At Christchurch, the bereavement course is led by members of the church who are trained facilitators who also have personal experience of bereavement. This 7-session programme is well attended, with two groups of 14 running in parallel in the Autumn 2024 period.

The purpose is to help those who have lost loved ones, through learning, processing and community. Most participants are from our wider community and not members at Christchurch, but inevitably this does lead to them experiencing the love of God through the programme and for those who get involved in Christchurch life.

This work is supported through our weekly Grieve Well Café in which those struggling with loss can meet in the informal setting for coffee and conversation with the team members.



What happens with our home groups?

Our home groups are shaped by the home group leaders. Whilst we share the teaching plan and materials with them, the style, approach and focus of the home group is defined by the leaders.

This has led to a diverse range of groups. From the women's Friday lunch Bible study and reflection held in a local pub (whilst it is closed), to the more traditional weekly or biweekly bible study and prayer groups.

This is an area of Church life we want to see grow with new groups and a greater sense of the small group prayer and learning being an extension of our Sunday teaching series.

To date we do little training of home group leaders, and this is something we want to develop with training in group dynamics, leadership, bible study and discipleship skills.







What is our approach to Pastoral & Befriending work?



At Christchurch, we see care for others as integral to Christian discipleship and the life of the church. It is something we are all called to share in as we seek to build one another up and grow in Christ, reaching out to make more disciples.

The Pastoral Befriending Team seeks to show Christian care to any members of the church or extended community who are in need of contact, friendship or support. This includes visiting or phoning and can be short or long term, signposting to professional services as appropriate.

Befriending offers support that supplements the pastoral care already offered in Home Groups and other ministries such as midweek services, bereavement support and work with children, families and youth. The befriending coordinator works closely with those leading various teams in the life of the church.

What is our focus on safeguarding?

Safeguarding is genuinely at the centre of what we do. Central to any ministry needs to be an awareness of creating a safe environment for all.

Our Parish Safeguarding Officer, Margaret, and deputy PSO, Clive, take a visible and clear lead on safeguarding. We discuss safeguarding at each ECC meeting. The staff team review and discuss safeguarding regularly in meetings. Safeguarding in our youth work is a particular focus for us at this time as we attract more young people from the local secondary school, many of whom have complex needs.

We believe that we will never have 'arrived' at a fully safe church and so cannot and will not be complacent about safeguarding. It is our responsibility to stay aware, to be present, curious and learning about how we can improve.

Any candidate applying for the role of vicar of Christchurch would need to be fully committed to modelling the leadership and supporting the practices for creating a safe church environment for all.



Who is on the Church team?

Staff Team



Russell Herbert

Minister



Kathryn McManus Jones

Administrator



Emily Hatton

Youth Ministry Lead



Emy Buxton

Children's & Families Lead

Other Leaders



Margaret Sutherland

PSO



Heather Richards

Pastoral & Befriending Coordinator



Kate Dommett

Warden



Alex Pett

Warden



Neville Adams

Finance Team Lead



Helen Pett

Hospitality Team Lead

What is notable about Clevedon?

Clevedon is a Victorian seaside town with a population of c22k; on the M5, 30 minutes from the centre of Bristol, 20 minutes from Bristol Airport and 10 minutes from Yatton where there are direct trains to London.

There is a strong sense of community and culture in the town with many volunteering and membership groups. For example, the MARLENS (Marine Lake Enthusiasts) help maintain the original Victorian 250m sea water lake - a focal point throughout the year with open water swimmers, paddle boarders and large crowds in sunny weather.

Regular sailing club and gig club events, weekly park runs, monthly cars and coffee gatherings and Sunday markets are a few examples of events that connect the community and attract visitors throughout the year.

There is fantastic 'pop up' theatre space in the centre of town, the wonderful Curzon is the longest continuously running cinema in the world and the active Community book shop brings together literary enthusiasts. Clevedon is a thriving destination for those who love the independent shopping and hospitality scene which has created a culture of its own. With its coastal location and open Somerset countryside all around, Clevedon also has some stunning local walks and cycle routes. https://www.discoverclevedon.co.uk/

There is one large, Ofsted rated Outstanding secondary school and six primary schools. https://clevedonschool.org.uk

Notable Demographic Information

8000 households in 14 square miles, 63% of the population is over 45, 48% identify as Christian and 96% ethnicity is white. There are few areas of explicit deprivation according to official data, but the active local Foodbank started 14 years ago by local churches (an independent charity affiliated with Trussell) report that they are a lifeline for many who struggle and in 2023/2024 c2500 people were fed by the Foodbank. They also provide 60 meal bags per week to local families in the school holidays and they are noticing an increase in refugees and asylum seekers needing support.





What is the vicarage like?

The vicarage is a four-bed detached home built in the 1960s and refurbished in 2007. It is a four-minute walk to the church building. With two reception rooms, a good-sized garden and ample parking, the house is in the historic Georgian and Victorian area of Clevedon.













